

Core Survey

Response Type	Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree -disagree	1	*I am given a real opportunity to improve my skills in my organization.	69.86%	22.80%	47.06%	14.59%	11.45%	4.09%	15.55%	2,200	4,441	1,340	1,045	364	9,390	N/A
Agree -disagree	2	I have enough information to do my job well.	72.27%	18.90%	53.37%	13.84%	10.61%	3.27%	13.88%	1,789	5,024	1,284	978	293	9,368	N/A
Agree -disagree	3	I feel encouraged to come up with new and better ways of doing things.	67.29%	25.70%	41.59%	15.64%	11.49%	5.58%	17.07%	2,453	3,885	1,445	1,045	495	9,323	N/A
Agree -disagree	4	My work gives me a feeling of personal accomplishment.	76.43%	33.33%	43.10%	12.60%	7.04%	3.93%	10.97%	3,166	4,037	1,158	652	356	9,369	N/A
Agree -disagree	5	I like the kind of work I do.	84.12%	40.98%	43.13%	10.12%	4.03%	1.74%	5.76%	3,846	4,016	936	367	153	9,318	N/A
Agree -disagree	6	I know what is expected of me on the job.	80.13%	30.54%	49.60%	10.96%	6.41%	2.50%	8.90%	2,866	4,620	1,022	588	221	9,317	N/A
Agree -disagree	7	When needed I am willing to put in the extra effort to get a job done.	96.37%	65.64%	30.73%	2.28%	0.71%	0.64%	1.35%	6,205	2,837	209	65	56	9,372	N/A
Agree -disagree	8	I am constantly looking for ways to do my job better.	90.83%	47.59%	43.25%	7.51%	1.09%	0.56%	1.65%	4,496	4,015	686	100	48	9,345	N/A
Agree -disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	39.88%	8.18%	31.70%	16.98%	27.35%	15.79%	43.14%	764	2,961	1,593	2,579	1,469	9,366	16
Agree -disagree	10	*My workload is reasonable.	57.52%	9.36%	48.16%	17.42%	17.02%	8.04%	25.06%	878	4,512	1,614	1,605	737	9,346	12
Agree -disagree	11	*My talents are used well in the workplace.	60.70%	16.28%	44.42%	16.75%	14.29%	8.26%	22.55%	1,530	4,133	1,522	1,304	731	9,220	31
Agree -disagree	12	*I know how my work relates to the agency's goals and priorities.	82.35%	33.72%	48.63%	9.54%	4.69%	3.42%	8.11%	3,184	4,504	879	436	306	9,309	47
Agree -disagree	13	The work I do is important.	90.58%	51.42%	39.15%	6.49%	1.81%	1.13%	2.94%	4,809	3,599	597	165	100	9,270	27
Agree -disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	72.69%	25.74%	46.95%	12.71%	9.97%	4.63%	14.60%	2,420	4,367	1,173	937	428	9,325	24
Agree -disagree	15	My performance appraisal is a fair reflection of my performance.	75.32%	27.69%	47.63%	12.91%	7.23%	4.54%	11.77%	2,626	4,436	1,177	652	397	9,288	89
Agree -disagree	16	I am held accountable for achieving results.	86.19%	30.35%	55.84%	9.92%	2.61%	1.28%	3.89%	2,855	5,200	910	239	115	9,319	25
Agree -disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	63.95%	25.85%	38.10%	18.96%	9.06%	8.02%	17.09%	2,317	3,312	1,594	763	659	8,645	686
Agree -disagree	18	My training needs are assessed.	51.11%	13.37%	37.74%	24.44%	16.69%	7.76%	24.45%	1,274	3,538	2,242	1,525	690	9,269	95

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Agree -disagree	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	65.44%	24.61%	40.83%	15.17%	12.66%	6.73%	19.39%	2,302	3,787	1,383	1,153	608	9,233	169
Agree -disagree	20	*The people I work with cooperate to get the job done.	83.19%	35.97%	47.22%	9.49%	5.56%	1.76%	7.32%	3,432	4,429	869	513	157	9,400	N/A
Agree -disagree	21	My work unit is able to recruit people with the right skills.	42.64%	9.65%	32.99%	21.75%	21.53%	14.09%	35.61%	893	3,009	1,945	1,951	1,256	9,054	331
Agree -disagree	22	Promotions in my work unit are based on merit.	42.14%	10.45%	31.69%	27.72%	16.25%	13.90%	30.14%	938	2,740	2,354	1,360	1,127	8,519	840
Agree -disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	31.58%	6.11%	25.47%	31.30%	21.49%	15.62%	37.12%	519	2,075	2,490	1,722	1,223	8,029	1,338
Agree -disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	39.54%	7.93%	31.61%	28.85%	19.94%	11.68%	31.62%	706	2,737	2,426	1,670	958	8,497	872
Agree -disagree	25	Awards in my work unit depend on how well employees perform their jobs.	50.12%	11.88%	38.24%	24.16%	14.85%	10.87%	25.72%	1,036	3,221	1,991	1,198	863	8,309	1,029
Agree -disagree	26	Employees in my work unit share job knowledge with each other.	79.87%	30.01%	49.85%	10.66%	6.35%	3.12%	9.47%	2,877	4,617	958	568	276	9,296	46
Agree -disagree	27	The skill level in my work unit has improved in the past year.	57.32%	18.59%	38.72%	28.78%	9.08%	4.82%	13.90%	1,709	3,481	2,502	796	405	8,893	474
Good -poor	28	How would you rate the overall quality of work done by your work unit?	90.63%	54.97%	35.65%	7.90%	1.01%	0.47%	1.48%	5,223	3,317	716	88	41	9,385	N/A
Agree -disagree	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	75.37%	20.02%	55.35%	14.53%	7.43%	2.67%	10.09%	1,851	5,044	1,291	672	234	9,092	174
Agree -disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	48.04%	10.47%	37.57%	23.33%	19.38%	9.25%	28.63%	955	3,410	2,081	1,743	806	8,995	281
Agree -disagree	31	Employees are recognized for providing high quality products and services.	60.34%	14.16%	46.18%	20.50%	12.44%	6.71%	19.16%	1,330	4,240	1,816	1,106	583	9,075	209
Agree -disagree	32	Creativity and innovation are rewarded.	49.31%	11.82%	37.48%	26.48%	15.41%	8.80%	24.21%	1,091	3,386	2,333	1,357	751	8,918	326
Agree -disagree	33	Pay raises depend on how well employees perform their jobs.	22.84%	4.72%	18.13%	31.67%	26.97%	18.52%	45.49%	406	1,531	2,627	2,248	1,510	8,322	939
Agree -disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	63.77%	18.47%	45.30%	22.39%	7.85%	6.00%	13.85%	1,659	3,985	1,897	662	487	8,690	575
Agree -disagree	35	Employees are protected from health and safety hazards on the job.	84.64%	29.99%	54.65%	10.42%	3.33%	1.61%	4.94%	2,801	4,967	916	297	139	9,120	160
Agree -disagree	36	My organization has prepared employees for potential security threats.	84.74%	25.92%	58.82%	11.05%	3.14%	1.07%	4.21%	2,410	5,367	996	289	96	9,158	89

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Agree -disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	57.18%	19.14%	38.04%	21.56%	11.15%	10.11%	21.25%	1,714	3,286	1,799	939	832	8,570	693
Agree -disagree	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	72.27%	28.17%	44.10%	16.88%	5.19%	5.65%	10.84%	2,408	3,641	1,333	405	439	8,226	1,011
Agree -disagree	39	My agency is successful at accomplishing its mission.	72.41%	22.23%	50.18%	15.84%	6.91%	4.85%	11.75%	2,069	4,576	1,433	627	438	9,143	128
Agree -disagree	40	*I recommend my organization as a good place to work.	66.71%	26.22%	40.50%	18.43%	9.89%	4.97%	14.86%	2,491	3,767	1,667	904	441	9,270	N/A
Agree -disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	41.25%	13.00%	28.26%	27.52%	17.07%	14.16%	31.22%	1,128	2,409	2,293	1,438	1,170	8,438	857
Agree -disagree	42	My supervisor supports my need to balance work and other life issues.	88.83%	51.89%	36.94%	6.43%	2.67%	2.08%	4.74%	4,883	3,375	564	237	180	9,239	46
Agree -disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	76.21%	38.81%	37.40%	12.75%	6.76%	4.29%	11.05%	3,667	3,439	1,144	602	378	9,230	35
Agree -disagree	44	Discussions with my supervisor about my performance are worthwhile.	72.35%	34.51%	37.84%	14.68%	7.65%	5.32%	12.97%	3,225	3,480	1,310	687	467	9,169	58
Agree -disagree	45	My supervisor is committed to a workforce representative of all segments of society.	76.24%	37.68%	38.56%	17.72%	3.28%	2.75%	6.03%	3,232	3,236	1,447	263	215	8,393	851
Agree -disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	68.84%	30.07%	38.77%	17.58%	8.63%	4.95%	13.58%	2,817	3,572	1,591	781	441	9,202	39
Agree -disagree	47	Supervisors in my work unit support employee development.	75.62%	35.40%	40.23%	13.95%	6.21%	4.22%	10.43%	3,317	3,674	1,225	543	365	9,124	137
Agree -disagree	48	My supervisor listens to what I have to say.	84.71%	48.19%	36.52%	7.87%	4.93%	2.49%	7.43%	4,556	3,352	708	438	224	9,278	N/A
Agree -disagree	49	My supervisor treats me with respect.	87.37%	53.96%	33.41%	6.82%	3.52%	2.28%	5.81%	5,080	3,049	608	318	202	9,257	N/A
Agree -disagree	50	In the last six months, my supervisor has talked with me about my performance.	91.69%	47.78%	43.91%	4.63%	2.57%	1.10%	3.68%	4,506	4,010	414	230	96	9,256	N/A
Agree -disagree	51	I have trust and confidence in my supervisor.	76.17%	44.50%	31.67%	12.76%	6.36%	4.70%	11.07%	4,211	2,918	1,145	569	415	9,258	N/A
Good -poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	79.69%	49.17%	30.52%	12.84%	4.39%	3.08%	7.47%	4,629	2,813	1,161	394	272	9,269	N/A
Agree -disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	38.70%	10.93%	27.77%	23.10%	18.07%	20.13%	38.20%	1,014	2,531	2,063	1,633	1,800	9,041	191

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Agree -disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	49.12%	15.80%	33.32%	22.42%	11.28%	17.18%	28.46%	1,402	2,865	1,888	964	1,456	8,575	633
Agree -disagree	55	Supervisors work well with employees of different backgrounds.	72.77%	23.78%	48.99%	17.02%	6.04%	4.17%	10.21%	2,124	4,233	1,424	501	346	8,628	547
Agree -disagree	56	*Managers communicate the goals and priorities of the organization.	65.17%	17.24%	47.92%	19.13%	9.91%	5.79%	15.70%	1,608	4,353	1,700	891	503	9,055	121
Agree -disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	66.80%	17.76%	49.04%	21.11%	7.27%	4.82%	12.09%	1,556	4,191	1,753	612	394	8,506	656
Agree -disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	60.31%	17.03%	43.29%	20.15%	12.42%	7.12%	19.54%	1,564	3,868	1,761	1,089	608	8,890	292
Agree -disagree	59	Managers support collaboration across work units to accomplish work objectives.	65.02%	19.54%	45.48%	19.21%	9.74%	6.03%	15.77%	1,796	4,075	1,668	858	518	8,915	275
Good -poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	68.12%	32.52%	35.61%	20.09%	6.22%	5.56%	11.79%	2,928	3,165	1,751	528	475	8,847	357
Agree -disagree	61	I have a high level of respect for my organization's senior leaders.	48.18%	17.44%	30.74%	21.74%	12.98%	17.11%	30.08%	1,606	2,791	1,935	1,168	1,530	9,030	167
Agree -disagree	62	Senior leaders demonstrate support for Work/Life programs.	63.32%	22.13%	41.19%	23.94%	6.37%	6.37%	12.74%	1,801	3,284	1,858	492	487	7,922	1,285
Satisfied -dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	56.80%	15.12%	41.68%	21.19%	16.49%	5.52%	22.01%	1,427	3,847	1,923	1,493	492	9,182	N/A
Satisfied -dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	54.25%	14.26%	39.99%	21.09%	17.78%	6.89%	24.67%	1,355	3,681	1,908	1,615	619	9,178	N/A
Satisfied -dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	58.78%	17.41%	41.37%	20.91%	14.15%	6.16%	20.31%	1,635	3,833	1,885	1,262	536	9,151	N/A
Satisfied -dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	39.43%	9.44%	29.98%	27.60%	17.77%	15.21%	32.97%	892	2,761	2,490	1,618	1,383	9,144	N/A
Satisfied -dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	33.50%	8.97%	24.52%	31.75%	21.10%	13.66%	34.76%	851	2,280	2,890	1,913	1,213	9,147	N/A
Satisfied -dissatisfied	68	How satisfied are you with the training you receive for your present job?	54.15%	12.82%	41.33%	26.19%	14.09%	5.57%	19.67%	1,210	3,816	2,364	1,268	487	9,145	N/A
Satisfied -dissatisfied	69	*Considering everything, how satisfied are you with your job?	70.17%	22.22%	47.94%	16.54%	9.08%	4.21%	13.30%	2,089	4,392	1,493	822	367	9,163	N/A

Satisfied -dissatisfi ed	70	Considering everything, how satisfied are you with your pay?	69.32%	21.32%	48.00%	15.05%	11.09%	4.54%	15.62%	1,990	4,417	1,356	996	404	9,163	N/A
Satisfied -dissatisfi ed	71	*Considering everything, how satisfied are you with your organization?	59.77%	16.73%	43.04%	20.96%	12.67%	6.59%	19.27%	1,585	3,963	1,889	1,139	589	9,165	N/A
Satisfied -dissatisfi ed	79	How satisfied are you with the following Work/Life programs in your agency? Telework	88.09%	47.48%	40.60%	7.26%	3.79%	0.86%	4.65%	3,614	3,051	535	282	64	7,546	55
Satisfied -dissatisfi ed	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	94.01%	55.28%	38.73%	3.98%	1.57%	0.44%	2.01%	3,343	2,295	227	94	25	5,984	76
Satisfied -dissatisfi ed	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	86.13%	36.59%	49.54%	11.08%	2.31%	0.47%	2.79%	1,245	1,667	373	79	16	3,380	113
Satisfied -dissatisfi ed	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	81.90%	33.04%	48.86%	13.34%	3.37%	1.39%	4.76%	373	543	144	36	15	1,111	135
Satisfied -dissatisfi ed	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	74.62%	41.08%	33.55%	20.91%	3.67%	0.80%	4.47%	110	85	53	9	2	259	113
Satisfied -dissatisfi ed	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	71.07%	28.09%	42.98%	26.13%	2.03%	0.77%	2.80%	60	89	54	4	2	209	96

* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C).

** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	8,261	90.31%
Yes, I was notified that I was not eligible to telework.	249	2.72%
No, I was not notified of my telework eligibility.	316	3.53%
Not sure if I was notified of my telework eligibility.	314	3.44%
Total	9,140	100.00%
73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	307	3.45%
I telework 1 or 2 days per week.	4,314	47.30%
I telework, but no more than 1 or 2 days per month.	1,149	12.23%
I telework very infrequently.	1,838	19.74%
I do not telework because I have to be physically present on the job.	182	2.04%
I do not telework because I have technical issues.	85	0.97%
I do not telework because I did not receive approval to do so.	236	2.61%
I do not telework because I choose not to telework.	1,059	11.66%
Total	9,170	100.00%
74. Do you participate in the following Work/Life programs? Alternative Work Schedules	N	%
Yes	6,056	65.99%
No	2,861	31.60%
Not available to me	204	2.40%
Total	9,121	100.00%
75. Do you participate in the following Work/Life programs? Health and Wellness Programs	N	%
Yes	3,444	37.78%
No	5,359	58.78%
Not available to me	316	3.45%
Total	9,119	100.00%
76. Do you participate in the following Work/Life programs? Employee Assistance Program	N	%
Yes	1,139	12.49%
No	7,751	85.43%

Work Life-Telework

Not available to me	183	2.08%
Total	9,073	100.00%

77. Do you participate in the following Work/Life programs? Child Care Programs	N	%
Yes	283	3.05%
No	7,767	85.54%
Not available to me	1,051	11.41%
Total	9,101	100.00%

78. Do you participate in the following Work/Life programs? Elder Care Programs	N	%
Yes	215	2.38%
No	7,786	85.62%
Not available to me	1,099	12.00%
Total	9,100	100.00%

Percentages are weighted to represent the Agency's population.

Demographics

<i>Where do you work?</i>	N	%
Headquarters	3,419	37.70%
Field	5,649	62.30%
Total	9,068	100.00%
<i>What is your supervisory status?</i>	N	%
Non-Supervisor	6,626	72.61%
Team Leader	1,018	11.16%
Supervisor	922	10.10%
Manager	389	4.26%
Senior Leader	170	1.86%
Total	9,125	100.00%
<i>Are you:</i>	N	%
Male	4,222	47.04%
Female	4,754	52.96%
Total	8,976	100.00%
<i>Are you Hispanic or Latino?</i>	N	%
Yes	650	7.31%
No	8,240	92.69%
Total	8,890	100.00%
<i>Please select the racial category or categories with which you most closely identify.</i>	N	%
American Indian or Alaska Native	54	0.63%
Asian	486	5.66%
Black or African American	1,286	14.97%
Native Hawaiian or Other Pacific Islander	26	0.30%
White	6,396	74.45%
Two or more races	343	3.99%
Total	8,591	100.00%
<i>What is the highest degree or level of education you have completed?</i>	N	%
Less than High School	8	0.09%

Demographics

High School Diploma/GED or equivalent	121	1.34%
Trade or Technical Certificate	38	0.42%
Some College (no degree)	432	4.79%
Associate's Degree (e.g., AA, AS)	203	2.25%
Bachelor's Degree (e.g., BA, BS)	2,890	32.02%
Master's Degree (e.g., MA, MS, MBA)	3,602	39.90%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,733	19.20%
Total	9,027	100.00%

What is your pay category/grade?

	N	%
Federal Wage System	3	0.03%
GS 1-6	34	0.38%
GS 7-12	1,911	21.08%
GS 13-15	6,892	76.02%
Senior Executive Service	186	2.05%
Senior Level (SL) or Scientific or Professional (ST)	27	0.30%
Other	13	0.14%
Total	9,066	100.00%

How long have you been with the Federal Government (excluding military service)?

	N	%
Less than 1 year	126	1.39%
1 to 3 years	596	6.57%
4 to 5 years	210	2.32%
6 to 10 years	1,484	16.37%
11 to 14 years	999	11.02%
15 to 20 years	1,393	15.36%
More than 20 years	4,260	46.98%
Total	9,068	100.00%

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
Less than 1 year	220	2.44%
1 to 3 years	831	9.20%

Demographics

4 to 5 years	212	2.35%
6 to 10 years	1,706	18.89%
11 to 20 years	2,418	26.77%
More than 20 years	3,646	40.36%
Total	9,033	100.00%

<i>Are you considering leaving your organization within the next year, and if so, why?</i>	N	%
No	6,560	72.82%
Yes, to retire	663	7.36%
Yes, to take another job within the Federal Government	865	9.60%
Yes, to take another job outside the Federal Government	468	5.19%
Yes, other	453	5.03%
Total	9,009	100.00%

<i>I am planning to retire:</i>	N	%
Within one year	406	4.54%
Between one and three years	1,018	11.37%
Between three and five years	1,084	12.11%
Five or more years	6,443	71.98%
Total	8,951	100.00%

<i>Self-Identify as:</i>	N	%
Heterosexual or Straight	6,959	81.15%
Gay, Lesbian, Bisexual, or Transgender	367	4.28%
I prefer not to say	1,249	14.57%
Total	8,575	100.00%

<i>What is your US military service status?</i>	N	%
No Prior Military Service	8,014	89.89%
Currently in National Guard or Reserves	51	0.57%
Retired	236	2.65%
Separated or Discharged	614	6.89%
Total	8,915	100.00%

Demographics

<i>Are you an individual with a disability?</i>	N	%
Yes	726	8.14%
No	8,196	91.86%
Total	8,922	100.00%

<i>What is your age group?</i>	N	%
25 and under	84	0.89%
26-29	295	3.13%
30-39	1,611	17.11%
40-49	2,168	23.03%
50-59	3,560	37.82%
60 or older	1,696	18.02%
Total	9,414	100.00%

Percentages for demographic questions are unweighted.